

15 September 2017

## PSA wins caseworker inherent requirements dispute

As members would be aware from previous bulletins, the PSA lodged a dispute in the Industrial Relations Commission (IRC) in relation to the Inherent Requirements Caseworker Position document. You can read our previous bulletin on this dispute [HERE](#).

The Inherent Requirements Caseworker Position was introduced by the department a number of years ago **without any consultation with PSA**. PSA delegates and industrial staff have been involved in numerous individual matters over recent years where this document was used by local and district management to target caseworkers, in some cases resulting in medical retirement of our member.

We initially wrote to FACs secretary Michael Coutts-Trotter, who dismissed our concerns, resulting in the PSA lodging the dispute in the IRC.

### A win for members

The PSA is happy to advise that the IRC supported the PSA's position and we reached agreement on a newly worked document which has all references to "inherent" and "requirements" removed.

We will distribute a copy of the new Description of Casework Roles Tasks and Activities document once it is finalised with the Department. This document will replace the Inherent Requirements Caseworker Position which is a significant win for members.

We will follow up with the department to ensure that the old document is withdrawn and that all managers and Work Health and Safety (WHS) staff involved in return to work process are provided with the new document.

### Members and delegates, remain vigilant

It is important to remain vigilant in identifying incidences where caseworkers, casework specialists or managers casework are not been afforded a fair go – be it in relation to suitable duties or options of change-of-work location.

It is not acceptable that this department fails to accommodate members who have suffered a workplace injury, or have a medical condition, and arrange for their transfer to a more suitable casework program area. WHS legislation and internal policies place the onus on the employer to accommodate the specific needs and restrictions of injured workers.

***Congratulations and thank you to all those involved in the dispute, we are only as strong as our members and delegates.***

### Want a visit to your CSC?

Contact your organisers to arrange a visit to your workplace, email Jose Vasquez [JVasquez@psa.asn.au](mailto:JVasquez@psa.asn.au) or Robin Croon [RCroon@psa.asn.au](mailto:RCroon@psa.asn.au) today.

You can support the work of the PSA and your local delegates by asking your colleagues to [JOIN](#) their union.

